

HR Weekly Podcast  
February 11, 2015

Today is February 11, 2015 and welcome to the HR Weekly Podcast from the State Human Resources Division. This week's podcast focuses on a recent federal court decision in a case initiated by the Equal Employment Opportunity Commission, or the EEOC.

Albert Tarud-Saieh was a licensed security guard with Florida Commercial Security Services stationed at a local community association. Mr. Tarud-Saieh, who lost his arm in a car accident, was removed from his \$8 per hour position after a complaint from the president of the association. The president stated "the company is a joke. You sent me a one-armed security guard." The company subsequently removed Mr. Tarud-Saieh from his position and failed to reassign him to another, effectively terminating his employment.

The EEOC lawsuit charged the company with disability discrimination based on relying on the discriminatory customer preference and stereotype of what the employee could do based on his disability. The jury found Mr. Tarud-Saieh was unlawfully discriminated against and awarded him monetary damages of \$35,922. The EEOC stated that it will also seek an injunction against Florida Commercial Security Services prohibiting discrimination in the future and requiring the company to provide training and implement anti-discrimination employment policies.

Kristen Foslid, one of the attorneys who tried the case for the EEOC, said "I worked with Mr. Tarud-Saieh for over a year and a half and personally saw how the discrimination affected him. He was vindicated when the jury agreed with him that he could perform the job he is licensed to do. He hopes that other employers will get the message that they cannot rely on stereotypes and assumptions, and must treat people based on their actual abilities."

The Americans with Disabilities Act of 1990, or the ADA, prohibits discrimination and ensures equal opportunity for persons with disabilities in employment, State and local government services, public accommodations, commercial facilities, and transportation. Additional information can be found on the Americans with Disabilities website: [www.ada.gov](http://www.ada.gov). Thank you.